

## SOME OF THE BENEFITS OF WORKING IN LOUISIANA STATE GOVERNMENT

- **Competitive Salaries**

Opportunities are available to move up in state government through the state's classified system. Classified employees whose work performance is satisfactory and above are eligible to earn annual "merit increases" of 4%. After attaining permanent status, employees who are eligible for promotions can earn 7-14% pay increases based on position levels. Unclassified salaries are determined at will or by law.

- **Holidays**

State employees observe 10 legal holidays a year or more. Those required to work on holidays receive holiday compensation.

- **Earned Annual and Sick Leave**

The rate of leave earning goes up according to an employee's years of service:

<u>Service Time</u>	<u>Hours Earned Per 80 Hour Pay Period</u>	<u>Approx. Days/Year Earned Annual Leave</u>	<u>Approx. Days/Year Earned Sick Leave</u>
1-3 Years	3.6880	12 Days	12 Days
3 Years	4.6080	15 Days	15 Days
5 Years	5.5360	18 Days	18 Days
10 Years	6.4560	21 Days	21 Days
15 Years	7.3840	24 Days	24 Days

- **Retirement**

Employees contribute 7½% of their salary to the Louisiana State Employees Retirement System (LASERS). Retirees draw a retirement salary for life and eligibility for retirement is as follows:

***30 years of service at any age***

***25 years of service at age 55***

***10 years of service at age 60***

Max retirement benefit is 2.5% of final avg. compensation for every year of creditable service.

- **Health Insurance Plan Year 2003-04**

### Monthly Cost to Employees

	<b>MCO</b>	<b>HMO</b>	<b>PPO</b>	<b>HMO</b>	<b>EPO</b>	<b>EPO</b>
	<b>Fara</b>	<b>OHP</b>	<b>OGB</b>	<b>Vantage</b>	<b>United</b>	<b>OGB</b>
<u>Coverage</u>	<u>Statewide</u>	<u>Region 6**</u>	<u>Statewide</u>	<u>Region 9</u>	<u>Region 6</u>	<u>Statewide</u>
Single	\$ 70.82	\$ 77.64	\$ 97.02	\$ 100.26	\$164.94	\$164.94
W/Spouse	195.26	207.48	267.50	233.84	395.06	395.06
W/Children	104.90	113.20	143.70	283.14	227.98	227.98
Family	218.12	231.34	298.82	319.90	437.34	437.34

**\*\* HMO OHP available statewide except Region 9. Region 6 is B.R. Prices vary by Region.**

- **Life Insurance:** Basic (\$5,000) and Basic Plus Supplemental Plans (up to \$200,000) are available for employees and dependents through Prudential Insurance. Costs vary, based on salary, age, and personal choices.
- **Deferred Compensation Plan (457 Plan):** Optional tax deferred savings plan is administered by Great-West/Benefits Corp. Inc. Broad range of investment options available. Maximum contributions per year: \$13,000; age 50+, \$16,000.
- **Flexible Benefits Plan:** Optional plan available for sheltering eligible insurance premiums.
- **Educational Opportunities:** In-house training and Comprehensive Public Training Program (CPTP) available for all employees.